



Office of Equal Opportunity Programs Newsletter

October 2011
Issue: #1

EOP TEAM

IN THIS ISSUE

2011 Brings Big Changes for EOP Team

2011 has been an exciting year for the Office of EOP with the addition of two new members to EOP's team and a realignment of duties within the office, reflecting the University's evolving compliance obligations:

- ❖ In January, Bridget Maricich, came on board in the role of EO Officer for Policy and Legal Compliance. In this role, Bridget receives and investigates internal and external complaints of discrimination and harassment, as well as reviews and analyzes equal opportunity and affirmative action compliance requirements and recommends changes to University policies and procedures as needed.
- ❖ In April, Rachel Spraker, who had been with Human Resources at UVA, joined us as the University's Affirmative Action Specialist. Rachel is responsible for the development and implementation of the University's Affirmative Action Plans and affirmative action initiatives, projects and training.

- ❖ That same month, Jacqueline Daniel, EOP's former Project Coordinator, assumed the position of Employment Equity Specialist. In this position, Jacqueline provides oversight and guidance of the executive staff/faculty recruitment and hiring processes to ensure employment equity and inclusion, as well as compliance with federal and state equal opportunity/affirmative action laws and regulations. She is also responsible for the development and implementation of employment equity initiatives, projects and training.
- ❖ Finally, Melvin Mallory, EO Officer for ADA Compliance and EO training, became the University's Americans with Disabilities Act (ADA) Coordinator. In this new capacity, Melvin will continue to administer and conduct educational training programs, but he will also serve as the University's Section 504 and ADA Coordinator to help resolve issues and provide information regarding services and accommodations for individuals with disabilities.



MARK YOUR CALENDARS!

3rd ANNUAL
EOP CHAMPION AWARDS
CEREMONY AND OPEN HOUSE

**** FRIDAY, OCTOBER 28, 2011 ****

****12:00 – 2:00****

WASHINGTON HALL, E. RANGE

Come join us and help celebrate fall with a cup of cider and other refreshments while we honor those who have contributed to our mission here at UVA in promoting equality for all – our EOP Champions!

United Way Day of Caring

This year for the United Way Day of Caring on September 21st, the EOP team gathered at the Charlottesville location of Children Youth and Family Services ready to be put to work.

Because the organization had recently inherited over 300 new cases from the state, one of our tasks was to assist them in organizing their files and putting together information packets for those they serve. With our team of seven people, we created an assembly line with guidance from the CYFS employees.

We were rewarded with big smiles and thanks from those whose offices had been stacked high with mounds of papers for weeks which were now categorized, properly filed, and in good order when we said our goodbyes.



REMEMBER

October is Disability Awareness Month. For more information on the Americans with Disabilities Act (ADA) visit EOP's website at

<http://www.virginia.edu/eop/adacoordinator.html>.

If you or your unit are interested in further training on the ADA and how we can make UVA a welcoming learning and work environment for all please call 924-3200.

CALENDAR OF EVENTS

❖ October 27:

- ✓ Affirmative Action Training: An Introduction, 1:00 – 3:00, Newcomb Hall-Room 481

❖ October 28:

- ✓ 3rd Annual EOP Champions Awards and Open House, 12:00 – 2:00, Washington Hall

❖ November 10:

- ✓ Affirmative Action Training: An Introduction, 9:00 – 11:00, Newcomb Hall-Room 481
- ✓ Brown Bag Lunch: Cat's Paw/Subordinate Bias – Problems and Practical Advice, 2:00 – 3:00, Newcomb Hall-Room 481

❖ November 16:

- ✓ Preventing and Addressing Discrimination, Harassment, and Retaliation Training, 9:00 – 11:00, Newcomb Hall-Boardroom

❖ December 8:

- ✓ Affirmative Action Training: An Introduction, 2:00 – 4:00, Newcomb Hall- Room 481

***For a listing of EOP's online and instructor led trainings, please visit <http://www.virginia.edu/eop/training.html>. EOP also provides instructor led trainings on a variety of equal opportunity, employment equity, and affirmative action matters upon request. For more information please call 924-3200.



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